# NANNY AGREEMENT

This Nanny Agreement (“Agreement”) is made and entered into on this \_\_\_ day of \_\_\_\_\_\_\_\_\_\_, 20\_\_\_, by and between:

## Family/Employer:

Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  
Address: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  
Phone: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  
Email: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

## Nanny/Employee:

Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  
Address: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  
Phone: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  
Email: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Collectively referred to as the “Parties.”

## 1. POSITION AND DUTIES

The Family employs the Nanny as a childcare provider. The Nanny agrees to perform the following duties:  
- Provide attentive care and supervision of the children.  
- Prepare meals and snacks for the children.  
- Assist with homework, reading, and educational activities.  
- Plan and supervise playtime, outings, and other activities.  
- Maintain a clean and safe environment for the children.  
- Perform light housekeeping duties related to childcare (e.g., cleaning play areas, washing children’s dishes, and laundry).  
Any additional duties shall be mutually agreed upon in writing.

## 2. WORK SCHEDULE

The Nanny’s regular working hours shall be:  
Days: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  
Hours: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  
Any changes to this schedule must be agreed upon in advance by both Parties. Overtime hours, if any, will be compensated as outlined in Section 4.

## 3. COMPENSATION

The Family agrees to pay the Nanny:  
- Rate of Pay: $\_\_\_\_\_\_\_\_ per hour / week / month (circle one)  
- Pay Schedule: Weekly / Biweekly / Monthly (circle one)  
  
Payment will be made via: ☐ Cash ☐ Check ☐ Bank Transfer ☐ Other: \_\_\_\_\_\_\_\_\_\_\_\_

## 4. OVERTIME AND HOLIDAYS

- Overtime (hours beyond the agreed schedule) shall be compensated at a rate of $\_\_\_\_\_\_\_\_ per hour.  
- The Nanny is entitled to the following paid holidays: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_.  
- Work performed on a holiday shall be compensated at a rate of $\_\_\_\_\_\_\_\_ per hour.

## 5. BENEFITS

The Family agrees to provide the following benefits (if applicable):  
- Paid vacation: \_\_\_\_\_\_\_\_ days per year  
- Paid sick leave: \_\_\_\_\_\_\_\_ days per year  
- Health insurance stipend: $\_\_\_\_\_\_\_\_ per month  
- Other benefits: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

## 6. CONFIDENTIALITY

The Nanny agrees to maintain confidentiality regarding all personal, financial, and private matters of the Family. This obligation continues after termination of employment.

## 7. HOUSE RULES

The Nanny agrees to follow all reasonable household rules and policies, including but not limited to:  
- Screen time and meal policies for children  
- Emergency contact procedures  
- Authorized visitors and transportation rules

## 8. TERMINATION

Either Party may terminate this Agreement with:  
- \_\_\_\_\_\_\_\_ days’ written notice; or  
- Immediately, in cases of misconduct, breach of contract, or unsafe behavior.  
  
Upon termination, the Nanny shall return all property belonging to the Family.

## 9. TRIAL PERIOD

The first \_\_\_\_\_\_\_\_ weeks of employment shall be considered a trial period. During this time, either Party may terminate the Agreement without notice.

## 10. GOVERNING LAW

This Agreement shall be governed by and construed in accordance with the laws of the State of \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_.

## 11. ENTIRE AGREEMENT

This document represents the entire agreement between the Parties. No other understandings or representations, verbal or written, shall be considered part of this Agreement unless signed by both Parties.

IN WITNESS WHEREOF, the Parties have executed this Nanny Agreement on the date first written above.

Family/Employer Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  
Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  
Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  
  
Nanny/Employee Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  
Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  
Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_